



Montgomery County Fire & Rescue Service Montgomery County, Maryland



WELLNESS-FITNESS CENTER

MONTGOMERY COUNTY FIRE/RESCUE WELLNESS INITIATIVE

- BEGAN JULY 1, 2001
- APPLICABLE TO ALL FIRE/RESCUE
UNIFORMED PERSONNEL
- JOINT EFFORT BETWEEN LABOR AND
MANAGEMENT
- INCLUDES HEALTH AND WELLNESS
MEASURES

Standards and Guidelines



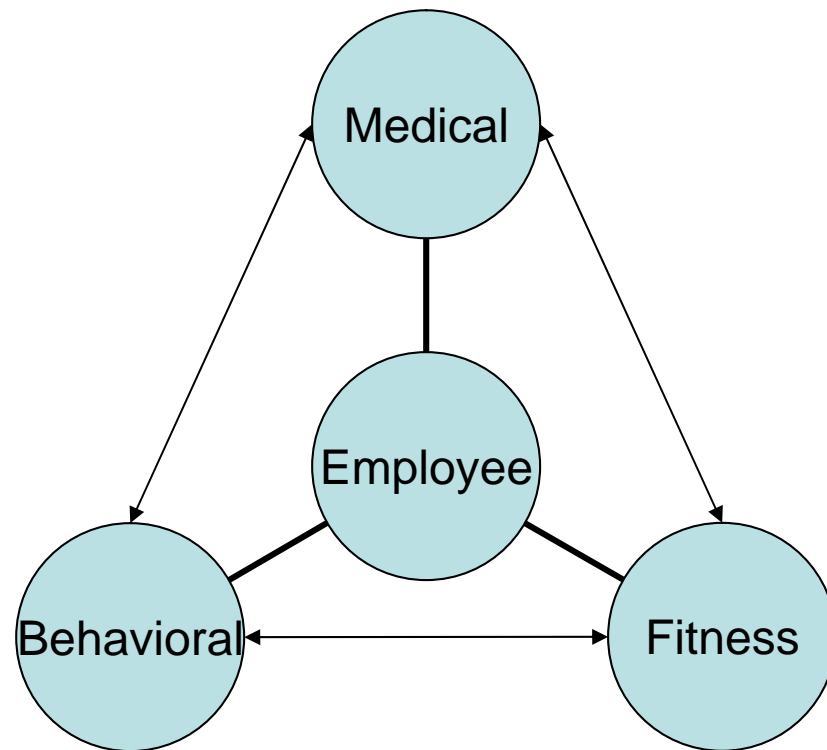
- NFPA Standard 1582
- HIPPA Rules Strictly Enforced
- The Fire Service Joint Labor -Management Wellness-Fitness Initiative
- ADA Requirements



Wellness is defined by Fire and Rescue as:

- Medical Fitness
- Physical Fitness
- Behavioral (Emotional) Fitness
- Access to rehabilitation, when indicated

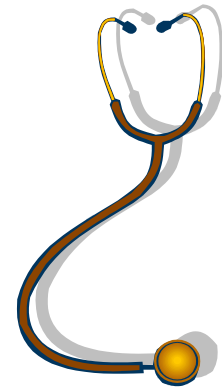
Coordination between Medical, Fitness and Behavioral ensures a holistic approach; maximizes the opportunity for a positive outcome for employees



Medical (Fire and Rescue Occupational Medical Services)

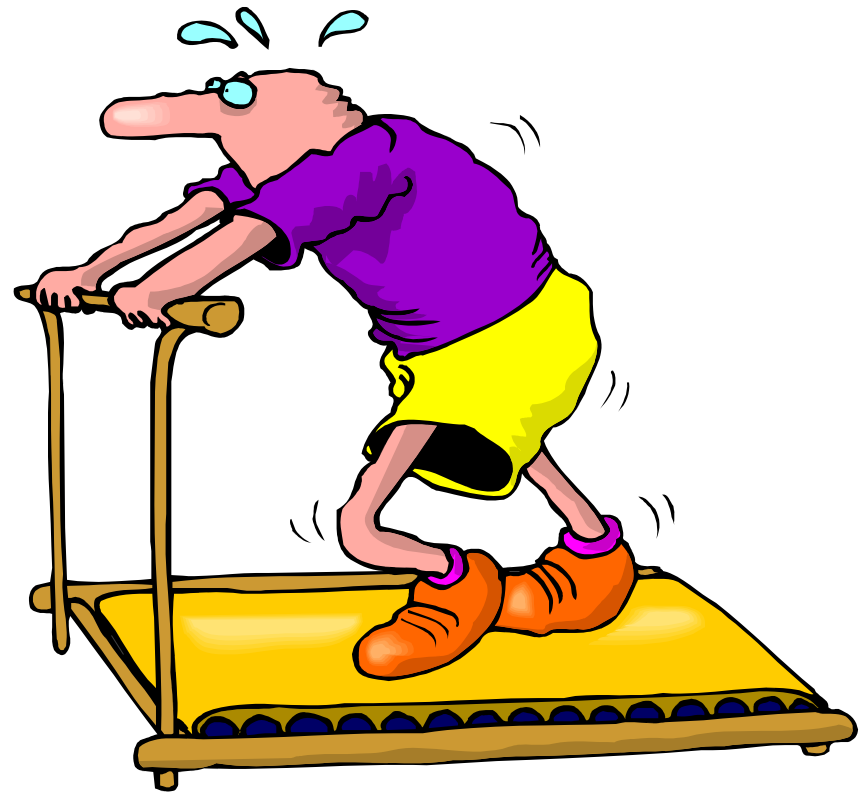
➤ Annual Physical Exam:

- All personnel (career & volunteer)
 - Treadmill (age-based)
 - Vision, Hearing, EKG, Labs, Pulmonary, etc.
- * Labs (blood draw) several weeks before physical



Maximal Treadmill Graded Exercise Test

- Each fire fighter must exercise to at least 10.1 METS without exceeding 90% of his/her maximum H/R to achieve an acceptable outcome.



Medical (Fire and Rescue Occupational Medical Services)

- Medical care for work related injuries/illness
- Follow up care for BBP Exposure
- Return to work exams (no duty, light duty, full duty)
- Wellness interview with medical personnel
- Entry level physicals for career and volunteer
- Specialty referral

MONTGOMERY COUNTY FIRE/RESCUE WELLNESS INITIATIVE

Intervention Activities

- **Counseling and Education: Example- Lifestyle Modification**
- **Referral to Primary Medical Doctor or Specialist**
- **Screening Programs: Example - SCREEN Program**
- **Lab Work Monitoring**
- **Blood Pressure Monitoring**
- **Assistance with Disease Management**
- **Assistance with Medication Management**
- **Assistance with Rehabilitation Guidelines**

SCREEN

Sarris Colo-Rectal Examination Education Needs

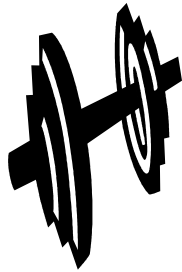


- On February 14, 2003, FF Chris Sarris succumbed to his battle of colon cancer.
- Mr. John Aravanis started the SCREEN program designed to educate fire fighters about the dangers of colon cancer and the awareness of colonoscopies.
- MCFRS partnered with Adventist Healthcare to design a cancer outreach education program.
- Over 615 fire fighters has been educated on the awareness to Colon Cancer and Colon Screening.
- FOBT Kits given to all fire fighters, >35 yrs of age during their blood work appointments.
- Over \$40,000 in the SCREEN fund, to assist in Colon Cancer education and assist with fire fighter colonoscopy expenses.

Medically Influenced Duty Status Program

- Tracks personnel on DAL, LD, ext. SKL, etc.
- Coordinates with Risk Management, OHR, and Gallagher Bassett Services on all work related issues
- Liaison for employee with Schaffer Co. once employee obtains legal representation
- Tracks employee's LD location, LOV and NOV, change of status, etc.





Fitness



- Exercise Physiologist
- Training and coordination of the Peer Fitness Trainer program
- Coordinates fitness equipment recommendations, specifications, and purchasing
- Develops/coordinates exercise programs
- Coordinates the annual fitness assessments
- Reviews injury statistics and provides recommendations for prevention

Fitness Assessment

- Completed after the annual physical exam
- Confidential
- Receive feedback on your current level of fitness
- Receive feedback on your level of improvement
- Receive a suggested exercise program
- Measures aerobic capacity, muscular strength, and muscular endurance
- Currently applies to career personnel only

Behavioral

- Clinical Psychologist and Therapist II
- Coordinates CISM Team
- Family Support Network
- Periodic Newsletter to employees
- Participates in various in-house seminars, summits, etc.

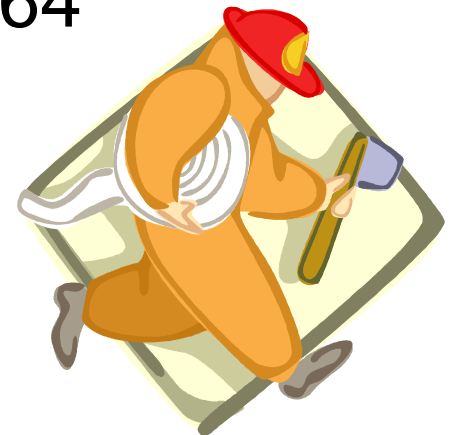


Behavioral

- Substance abuse
- Stress
- Marital issues
- Family concerns
- Domestic abuse
- Emotional, legal, and financial problems
- Workplace issues
- Death/grief counseling

Incumbent Performance Evaluation

- Pilot program (October 2006 – May 2007)
- Eight essential job functions
- Non-punitive
- Not measured against any standard or norm
- Confidential individual results
- Developed in cooperation w/ Local 1664



FUTURE PROGRAMS

- **Wellness Camp**
- **Preparation for Potential Influenza Pandemic.**
- **Host International CISM Conference**
- **Injury Care Case Management Program**
- **Nutrition Educational and Out-reach Programs**
- **Web-based Informational Cholesterol Guidelines and Risk Factor Work Sheets**
- **Skin Cancer Awareness and Screening.**

